

Issue: Consolidation of grievances for a single hearing; Ruling Date: June 16, 2015;  
Ruling No. 2015-4172; Agency: Department of Juvenile Justice; Outcome:  
Consolidation granted.



**COMMONWEALTH of VIRGINIA**  
**Department of Human Resource Management**  
**Office of Employment Dispute Resolution**

**CONSOLIDATION RULING**

In the matter of the Department of Juvenile Justice  
Ruling Number 2015-4172  
June 16, 2015

This ruling addresses the consolidation of the grievant's two grievances filed with the Department of Juvenile Justice (the agency). For the reasons discussed below, the Office of Employment Dispute Resolution (EDR) finds that consolidation of these grievances into a single hearing is appropriate and practicable.

The two grievances at issue are 1) a March 6, 2015 grievance challenging the agency's issuance of a Group I Written Notice, and 2) an April 14, 2015 grievance challenging the issuance of a second Group I Written Notice.

Approval by EDR in the form of a compliance ruling is required before two or more grievances may be consolidated in a single hearing. Moreover, EDR may consolidate grievances for hearing without a request from either party.<sup>1</sup> EDR strongly favors consolidation and will consolidate grievances when they involve the same parties, legal issues, policies, and/or factual background, unless there is a persuasive reason to process the grievances individually.<sup>2</sup>

EDR finds that consolidation of the March 6, 2015 and April 14, 2015 grievances is appropriate. These grievances involve the same grievant and could share common themes, claims, and witnesses. Further, we find that consolidation is not impracticable in this instance. Therefore, the grievant's two grievances identified above are consolidated for a single hearing. A hearing officer will be appointed in a forthcoming letter.

EDR's rulings on compliance are final and nonappealable.<sup>3</sup>

A handwritten signature in black ink, appearing to read "Chris M. Grab", written over a horizontal line.

Christopher M. Grab  
Director, Office of Employment Dispute Resolution

<sup>1</sup> *Grievance Procedure Manual* § 8.5.

<sup>2</sup> *See id.*

<sup>3</sup> *See* Va. Code §§ 2.2-1202.1(5), 2.2-3003(G).